

DEPARTMENT OF HEALTH & HUMAN SERVICE

INDIAN HEALTH SERVICE, WESTERN REGION, FORT HALL SERVICE UNIT IHS IS A SMOKE FREE AGENCY

Preference in filling vacancies is given to qualified Native American Indian candidates in accordance with the INDIAN PREFERENCE ACT, TITLE 25, US CODE, SECTION 472 & 473. In other than the above, the Indian Health Service is an Equal Opportunity Employer and all qualified candidates will receive consideration without regard to race, color, sex, national origin, marital status, age, religion, labor

organization affiliation, physical handicap, political affiliation, or sexual orientation.

ANNOUNCEMENT NUMBER: WR-06-158 MP/ESEP

<u>OPEN DATE</u>: September 25, 2006 <u>CLOSE DATE</u>: October 16, 2006

POSITION TITLE/SERIES/GRADE: Supervisory Clinical Nurse GS-0610-11

STARTING SALARY: GS-11 \$61,589 - \$75,449 (May be adjusted for previous or current Federal employees)

PROMOTION POTENTIAL: No

SUPERVISORY/MANAGERIAL: Yes

RELOCATION EXPENSES: Yes

APPOINTMENT/WORK SCHEDULE: Full-Time/Permanent

AREA OF CONSIDERATION: Nation Wide

LOCATION: Not-Tsoo Gah-Nee Indian Health Center, Fort Hall, Idaho

WHO MAY APPLY:

- -Excepted Service Examining Plan Candidates (ESEP) Individuals entitled to Indian Preference who wish to be considered for excepted appointment in IHS, under authority of 5 CFR, Part 213, Schedule A 213.3116(B)(B).
- -Merit Promotion Plan Candidates (MPP) Current permanent competitive Federal status employees, reinstatement eligibles, and current IHS Indian Preference individuals and/or individuals who are eligible for excepted appointment in IHS under some other authority (e.g., handicapped authority, etc).
- PHS Commissioned Corps Officers Current active or inactive Commissioned Officers may apply.
- -Veteran's Preference Veterans who are preference eligibles or who have been separated from the armed forces under honorable conditions after 3 years or more of continuous active service may apply. Disabled veteran's with 30% or more disability are encouraged to apply.

<u>NOTE</u>: Indian Preference candidates who are currently on career conditional or career appointments or who are eligible for reinstatement must indicate on their application if they wish to be considered under the Merit Promotion Plan or the Excepted Service Examining Plan or both. If they do not, their application will be considered only under the Merit Promotion Plan. (Indian Preference candidates are persons who are enrolled in a federally recognized tribe as defined by the Secretary of the Interior, and who submit a properly completed and signed BIA-4432 form).

JOB DESCRIPTION: This announcement does not cover all duties and responsibilities. Supervises and directs activities of nursing staff. Develops and evaluates nursing staff's performance appraisals, serves as the leave granting authority, manages conflicts and initiates disciplinary and adverse actions, authorizes personnel actions for recruitment & promotions, nominates employees for training & awards, and manages staff workload and assignments. Assesses ambulatory care nursing needs and plans the ambulatory care nursing program. Establishes policies and procedures for the health center's ambulatory care nursing services. Evaluates the ambulatory care nursing services and assures optimum care through quality assurance activities. Assures the health center's nursing program meets accreditation standards. Prepares and submits required reports. Provides relevant health instructions, referrals for follow-up care, ensures appointment arrangements and notification are managed, and collaborates with other health professionals and agencies for continued patient care. Communicates effectively with patients, staff, and other health care professionals to ensure quality patient care. Serves on health center committees involved with planning and evaluating all health center services (e.g., QA/QI, training/education, infection control, etc). Provides direct ambulatory nursing care. Provides and/or assists in providing emergency treatment. Orders routine x-rays, laboratory tests, diagnostic procedures and consultations.

QUALIFICATION REQUIREMENTS:

Basic Requirements:

Education: Degree or diploma from a professional nursing program approved by the legally designated State accrediting agency at the time the program was completed by the applicant.

<u>Registration</u>: Applicants must have active, current registration as a professional nurse in a State, District of Columbia, the Commonwealth of Puerto Rico, or a territory of the United States.

<u>GS-11</u>: Education-Completion of all requirements for a doctoral degree (Ph.D. or equivalent) or 3 full years of progressively higher level graduate education OR Experience: 1 year of experience equivalent to at least the GS-9 level.

<u>Evaluation of Education</u>: Graduate-level education must have been in nursing with a concentration in a field of nursing (e.g., teaching, a clinical specialty, research, administration, etc.) or in a closely related non-nursing field directly applicable to the requirements of the position to be filled.

Evaluation of Experience: Experience must have equipped the applicant with the particular knowledge, skills, and abilities to perform successfully the duties of the position.

<u>Supervisory Abilities</u>: Candidates must have demonstrated in their work experience or training that they possess, or have the potential to develop, the qualities of successful supervision, as listed under the appropriate category below:

- -Assign to and review work of subordinates, train and work effectively with subordinates from a variety of backgrounds and with different levels/areas of training.
- -Accomplish the quality and quantity of work expected within set limits of cost and time.
- -Plan own work and carry out assignments effectively.
- -Communicate with others effectively both orally and in writing in working out solutions to problems or questions relating to the work.
- -Understand and further management goals as these affect day-to-day work operations.
- -Develop improvements in or design new work methods and procedures.

<u>Personal Attributes</u>: The attributes below are important to success in supervisory or managerial positions at all supervisory levels. Accordingly, candidates for all supervisory positions must demonstrate all of the following personal qualities:

- -Objectivity and fairness in judging people on their ability, and situations on the facts and circumstances;
- -Capacity to adjust to change, work pressures, or difficult situations without undue stress;
- -Willingness to consider new ideas or divergent points of view; and
- -Capacity to "see the job through."

PLEASE NOTE: A COPY OF YOUR COLLEGE TRANSCRIPTS MUST BE SUBMITTED WITH YOUR APPLICATION.

TIME IN GRADE: Federal status applicants must have completed at least 52 weeks of service in a position no more than two grades lower than the position to be filled. If selected under the Excepted Service Examining Plan, individuals may be appointed without regard to time-in-grade requirements.

EVALUATION METHOD: Evaluation is made on the basis of appropriate education, experience, performance appraisals, training, self-development, outside activities, special awards, experience related to tribal communities and projects, and also on the information provided in the applicant's responses to the following Knowledge, Skills, and Abilities.

KNOWLEDGE, SKILLS, AND ABILITIES (KSA): On a separate sheet of paper discuss how you have performed the particular knowledge, skill, or ability listed below. Failure to submit written responses may result in an ineligible rating or substantially lower score.

- 1. Knowledge of professional nursing care principles, practices and procedures.
- 2. Ability to supervise and direct the work of others.
- 3. Ability to recognize and analyze problems, to perform studies and projects, to summarize results, and make appropriate recommendations.
- 4. Ability to communicate verbally.
- 5. Ability to communicate in writing.

LEGAL AND REGULATORY REQUIREMENTS: Federal status applicants must meet time-after competitive appointment, time-in-grade, and qualification requirements by the closing date of the vacancy announcement.

CONDITIONS OF EMPLOYMENT:

- 1. Selectee(s) are required to be immunized against Measles and Rubella and provide medical documentation prior to or at the time of their start date. Special consideration may be allowed to individuals who are allergic to a component of the vaccine or are currently pregnant.
- 2. Selectee(s) are required to complete a Security questionnaire and fingerprint chart for investigative purposes under PL 101-630 Indian Child Protection and Family Violence Prevention Act. Persons who have been arrested for or charged with a crime involving a child, or violent crime against a person, are not eligible for employment with IHS under PL 101-630.
- 3. Selectee(s) are required to complete a "Declaration of Federal Employment Optional Form 306" to determine your suitability for Federal employment, and to certify the accuracy of all the information in your application. Persons making false statements in any part of the application may not be hired; or fired after employment starts; or may be fined.
- 4. Selectee(s) are required to have a viable bank account at a financial institution for electronic direct deposit of salary payment.
- 5. Males born after December 31, 1959 are required to be registered with the Selective Service System in order to be eligible for employment with the Federal Government.
- 6. Must complete a one year supervisory probationary period, if applicable.

HOW TO APPLY/REQUIRED FORMS:

- 1 .Applicants may use one of the following to apply: (1) OF-612 Optional Application for Federal Employment, <u>or</u> (2) Resume (see requirements in **Attachment A**).
- 2 .If claiming Indian Preference, BIA Form 4432 "Verification of Indian Preference for Employment in BIA and IHS".
- 3. If claiming Veteran's Preference, copy of DD-214 Form, and SF-15 if claiming 10 point Veteran's Preference.
- 4. Copy of latest Personnel Action (SF-50), if a current or former Federal employee, and/or if requesting Reinstatement Eligibility.
- 5. Copy of most recent performance appraisal, if a current Federal employee, if applicable.
- 6. Copy of current unrestricted Nursing License.
- 7. Completed PL 101-630 Questionnaire (form attached)
- 8. Completed Optional Form 306 (form attached)
- 9. Written Responses to the Knowledge, Skills, and Abilities (OPTIONAL ~ failure to submit may result in an ineligible rating or substantially lower score).
- 10. Commissioned Corps Officer: (a) latest COER, (2) current Billet Description, (3) BIA FORM 4432 if claiming Indian Preference.

To be considered for this position all applicable application paperwork must be received at the address below by 4:30 p.m. on the closing date of this announcement IF APPLICATION IS FAXED BEFORE THE CLOSING DATE, THE ORIGINAL MUST BE MAILED TO OUR OFFICE.

Application and required forms must be identified by this announcement number and submitted to the address below:

Alaska Area Native Health Service ATTN: Maria Cunningham, HR Specialist Western Region Human Resources 4141 Ambassador Drive, Suite 300 Anchorage, Alaska 99508 Phone: 907-729-1353

Phone: 907-729-1353 Fax: 907-729-1312

All submitted materials are subject to retention by this office. You should duplicate and retain copies, since requests for copies will <u>not</u> be honored. Additional information regarding Federal job openings can be obtained at <u>www.usajobs.opm.com</u>, or check the IHS Website at <u>www.ihs.gov</u> all documents are subject to the provisions of the Privacy Act (PL 93-579) and become the property of DHHS.

Additional selections of candidates may be possible within 90 days from the date the certificate of eligible is issued for this announcement, for filling additional or similar positions.

HR Specialist:_	Date:	

ATTACHMENT A

Resume Requirements - Your resume or other application format <u>must</u> contain the following information to allow for qualification determination. Failure to submit a complete application may result in your application not being considered for this position.

1. Job Information (announcement number, title and grade(s) of the job you are applying for).

2. Personal Information

- Full Name (first, middle, last ~ include other names used, i.e., maiden name)
- Mailing Address
- Phone Number you can be reached at.
- Email Address (if applicable)
- Social Security Number
- Country of Citizenship (U.S. citizenship required)

- **3. Education**: list high school and colleges attended, type of degrees (list major) received, date of degree conferred, city and state of school. *If no degree received, please document the number of credit hours you possess.*
- 4. Work Experience: (include non-paid work as well as paid)
 - Job Title (if Federal employment, indicate series and grade)
 - Duties and Accomplishments
 - Employer's name and address
 - Supervisor's name and phone number
 - Starting and ending dates of employment (month/year)
 - Hours of work per week
 - Salary
 - Indicate if you do not want us to contact your current supervisor (if not specified, it will be assumed that we may do so)

5. Other Qualifications

- List job related training (title, year obtained, hours of training)
- Honors or awards received
- License or certificates obtained (submit with application)
- Special accomplishments (i.e., publications, memberships, leadership and community recognition, etc)

<u>COMMON OMISSIONS – from applicants</u>

- 1. No transcript or copy of diploma. If you are substituting education for experience you must include a copy of your transcripts/list of courses OR copy of your diploma.
- 2. Missing starting and ending dates of employment (month/year).
- 3. Missing total number of hours worked per week.
- 4. Missing OF-306
- 5. Missing Selective Service form
- 6. Missing BIA form 4432 (if claiming Indian Preference)

ATTACHMENT B

Special Instructions for Surplus or Displaced Employees

- 1. You may be eligible for special selection priority consideration under the Career Transition Assistance Program (CTAP) if you are a current career or career-conditional (tenure group I or II) employee of the DHHS Agency at the GS-15 grade level or below or equivalent, and who has received a specific RIF separation notice or a Certificate of Expected Separation indicating your job is surplus, or notice of removal for declining a directed reassignment or transfer of function outside the local commuting area. To qualify for special selection priority consideration under CTAP you MUST also meet the criteria shown in paragraph 3 below.
- 2. You may be eligible for special selection priority consideration under the Interagency Career Transition Assistance Program (ICTAP) if you are a current or former career-conditional (tenure group I or II) employee of any agency in the competitive service at the GS-15 grade level or below or equivalent, who has received a specific RIF separation notice or a notice of proposed removal for declining a directed reassignment or transfer of function outside the local commuting area. You may also be eligible if you were separated because of a compensable injury and your compensation has been terminated; or you retired with a disability and your disability annuity has been or is being terminated; or you were in receipt of a RIF separation notice and retired on the effective date of the RIF or under discontinued service; or you are a former Military Reserve Technician or National Guard Technician who is receiving a special disability retirement annuity from OPM. To qualify for special selection priority consideration under ICTAP you MUST also meet the criteria shown in paragraph 3 below.
- 3. To qualify for special selection priority consideration under CTAP or ICTAP for this vacancy, you <u>MUST</u> also meet <u>ALL</u> of the following:
 - (a) Have a current or last performance rating of record of at least fully successful or equivalent. A copy <u>MUST</u> be submitted with your application package. (Note: this requirement does not apply to candidates who are eligible due to compensable injury or disability retirement).
 - (b) Be applying for a position at or below the grade level from which you will be, or have been separated, and which does not have a greater promotion potential that the position from which you will be, or have been separated.
 - (c) Occupy or be displaced from a position in the same local commuting area of the position for which you are requesting priority consideration.
 - (d) File your application by the vacancy announcement closing date and meet all the applicable criteria. Your application MUST include ALL documents that support your claim of eligibility for priority consideration RIF separation notice, or notice of proposed removal for declining a directed reassignment or transfer of function to another commuting area; SF-50 Notification of Personnel Action, showing that they were separated as a result of RIF, or for declining a transfer of function or directed reassignment to another commuting area; official certification from an agency stating that it cannot place an individual whose injury compensation has been or is being terminated; official notification from OPM that an individual's disability annuity has been or is being terminated; or official notification from the Military Department or National Guard Bureau that the employee has retired under 5 USC 8337(h) 0r 8456.
 - (e) Be rated "well qualified" for this position. A numerical rating of 85 is considered to be well qualified for this position.

OF-306 Declaration for Federal Employment

Form Approved: September 1994 - US Office of Personnel Management - OMB No. 3206-01827775 NSN 7540-01-368-5306-101

GENERAL INFORMATION
1. FULL NAME:
2. SS NUMBER:
3. PLACE OF BIRTH:
4. DATE OF BIRTH (MM/DD/YY):
5. OTHER NAMES EVER USED (for example, maiden name, nickname, etc.):
6. PHONE: Day: Night:
MILITARY SERVICE:
 Have you served in the United States Military Service? If your only active duty was training in the Reserves or National Guard, answer "No." Yes No
If you answered "Yes," list the branch, dates (MM/DD/YY), and type of discharge for all active duty military service. BRANCH:
FROM TO:
TYPE OF DISCHARGE:
BACKGROUND INFORMATION: For all questions, provide all additional information requested information under item 15 or on attached sheets. The circumstances of each event you list will be considered. However, in most cases you can still be considered for Federal jobs.
For questions 8, 9 and 10, your answers should include convictions resulting from a plea of nolo contendre (no contest). But omit (1) traffic fines of \$300 or less, (2) any violation of law committed before your 16 th birthday, (3) any violation of law committed before your 18 th birthday if finally decided in juvenile court or under a Youth Offender law, (4) and conviction set aside under the Federal Youth Corrections Act or similar State Law, and (5) any conviction whose record was expunged under Federal or State law.
8. During the last 10 years, have you been convicted, been imprisoned, been on probation, or been on parole? (Includes felonies, firearms or explosives violations, misdemeanors, and all other offenses.) If "Yes," use item 15 to provide the date, explanation of the violation, place of occurrence, and the name and address of the police department or court involved. Yes
 Have you been convicted by a military court-martial in the past 10 years? (If no military service, answer "No.") If "Yes," use item 15 to provide the date, explanation of the violation, place of occurrence, and the name and address of the military authority or court involved. Yes No
 Are you now under charges for any violation of law? If "Yes," use item 15 to provide the date, explanation of the violation, place of occurrence, and the name and address of the police department or court involved. Yes No
11. During the last 5 years, were you fired from any job for any reason, did you quit after being told that you would be fired, did you leave any job by mutual agreement because of specific problems, or were you barred from Federal employment by the Office of Personnel Management? If "Yes," use item 15 to provide the date, an explanation of the problem and reason for leaving, and the employer's name and address. Yes No

12. Are you delinquent in any Federal debt? (Includes delinquencies arising from Federal taxes, loans, overpayment of benefits, and other debts to the U.S. Government, plus defaults of Federally guaranteed or insured loans such as student and home mortgage loans.) If "Yes," use item 15 to provide the type, length, and amount of the delinquency or default, and steps that you are taking to correct the error or repay the debt.
Yes No

CONTINUATION SPACE/AGENCY OPTIONAL QUESTIONS ADDITIONAL QUESTIONS

13. Do any of your relatives work for the agency or organization to which husband, wife, son, daughter, brother, sister, uncle, aunt, first cousing daughter-in-law, brother-in-law, sister-in-law, stepfather, stepmother and half sister.) If "Yes," use item 15 to provide the name, relation. Forces for which your relative works.	n, nephew, niece, father-in-law, mother-in-law, son-in-law, er, stepson, stepdaughter, stepbrother, stepsister, half brother,
Yes No 14. Do you receive, or have you ever applied for, retirement pay, pension Columbia Government service? Yes No	on, or other pay based military, Federal, civilian, or District of
Provide details requested in items 8 through 13 and 17c in the continuate attached sheets with your name, social security number, and item number are printed below, please answer as instructed (these questions are specithem).	er, and the include Zip codes in all addresses. If any questions
CERTIFICATIONS/ADDITIONAL QUESTION APPLICANT: If you are applying for a position and have not yet been attached sheets. When this form and all attached materials are accurate,	
APPOINTEE: If you are being appointed, carefully review your answer application materials that your agency has attached to this form. If any you are signing, make changes on this form or the attachments and/or producing all changes and additions. When this form and all attached materials	information requires correction to be accurate as of the date ovide updated information on additional sheets, initialing and
15. I certify that, to the best of my knowledge and belief, all of the infor Employment, including any attached application materials, is true, corre or fraudulent answer to any question on any part of this declaration or it me after I begin work, and may be punishable by fine or imprisonment, for purposes of determining eligibility for Federal employment as allow information about my ability and fitness for Federal employment by emindividuals and organizations to investigators, personnel specialists, and understand that for financial or lending institutions, medical institutions of information, a separate specific release may be needed, and I may be	ct, complete, and made in good faith. I understand that a fals is attachments may be grounds for not hiring me, or for firing I understand that any information I give may be investigated ed by law or Presidential order. I consent to the release of ployers, schools, law enforcement agencies, and other other authorized employees of the Federal Government. I hospitals, health care professionals, and some other sources
16a. Applicant's Signature (sign in ink)	Date
16b. Appointee's Signature (sign in ink)	Date
17. Appointee Only (Respond only if you have been employed by the F during previous Federal employment may affect your eligibility for are asked to help your personnel office make a correct determination	life insurance during your new appointment. These question
17a. When did you leave your last Federal job? Date:	
17b. When you worked for the Federal Government the last time, did you insurance? Yes No	ou waive Basic Life insurance or any type of optional life
17c. If you answered "Yes" to item 17b, did you later cancel that waiver identify the type(s) of insurance for which waivers were not cancel	
Yes No	

APPLICANT'S STATEMENT OF SELECTIVE SERVICE REGISTRATION STATUS

If you are a male born after December 31, 1959, and are at least 18 years of age, civil service employment law {5 U.S.C. 3328} requires that you must be registered with the Selective Service law, unless you meet certain exemptions under Selective Service law. If you are required to register but knowingly and willfully fail to do so, you are ineligible for appointment by executive agencies of the Federal Government.

CERTIFICATION OF REGISTRATION STATUS

Legal signature of individual

Date signed

Check of	one:
{ }	I certify I am registered with the Selective Service System.
{ }	I certify I have been determined by the Selective Service System to be exempt from the registration provisions of Selective Service law.
{ }	I certify I have not registered with the Selective Service System.
{ }	I certify I have not reached my 18th birthday and understand I am required by law to register at that time.
NON-R	EGISTRANTS UNDER AGE 26
	re under age 26 and have not registered as required, you should register promptly at a United States Post Office or consular you are outside the United States.
NON-R	EGISTRANTS AGE 26 OR OVER
register the Offi OPM de an OPM	were born in 1960 or later, are 26 years of age or older, and were required to register but did not do so, you can no longer under Selective Service law. According, you are not eligible for appointment to an executive agency unless you can prove to ce of Personnel agency Management (OPM) that your failure to register was neither knowing nor willful. You may request are existent through the agency that was considering you for employment by returning this statement with your written request for determination together with any explanation and documentation you wish to furnish to prove that your failure to register was knowing nor willful.
PRIVA	CY ACT STATEMENT
to provi further	e information on your registration status is essential for determining whether you are in compliance with 5 U.S.C. 3328, failure de the information requested by the statement failure to provide the information requested by this statement will prevent any consideration of your application for appointment. This information is subject to verification with the Selective Service and may be furnished to other Federal agencies for law enforcement or other authorized use in implementing this law.
FALSE	STATEMENT NOTIFICATION
	statement may be grounds for not hiring you, or for firing you if you have already begun work. Also, you may be punished by mprisonment. (Section 1001 of title 18, United States Code.)

{Please use ink}

{Please use ink}

Addendum to Declaration for Federal Employment (OF 306) Indian Health Service Child Care & Indian Child Care Worker Positions

Item 15a. Agency Specific Questions Name: __ Social Security Number: (Please print) Announcement Number: Job Title in Announcement: Section 231 of the Crime Control Act 1990, Public Law 101-647, requires that employment applications for Federal child care positions contain a question asking whether the individual has ever been arrested for or charged with a crime involving a child and for the disposition of the arrest or charge. Section 408 of the Miscellaneous Indian Legislation, Public Law 101-630, contains a related requirement for positions in the Department of Health and Human Services that involve regular contact with or control over Indian children. The agency must ensure that persons hired for these positions have not been found guilty of or pleaded nolo contendere or guilty to certain crimes. To assure compliance with the above laws, the following questions are added to the Declaration for Federal Employment: 1) Have you ever been arrested for or charged with a crime involving a child? YES_____NO_____ [If AYES@, provide the date, explanation of the violation, disposition of the arrest or charge, place of occurrence, and the name and address of the police department or court involved.] Have you ever been found guilty of, or entered a plea of nolo contendere (no contest) or guilty to, any felonious or 2) misdemeanor offense under Federal. State, or tribal law involving crimes of violence; sexual assault, molestation. exploitation, contact or prostitution; or crimes against persons; or offenses committed against children? NO[If AYES@, provide the date, explanation of the violation, disposition of the arrest or charge, place of occurrence, and the name address of the police department or court involved.] I certify that (1) my response to these questions is made under penalty of perjury, which is punishable by fines of up to \$2,000 or 5 years imprisonment, or both; and (2) I have received notice that a criminal check will be conducted. I understand my right to obtain a copy of any criminal history report made available to the Indian Health Service and my right to challenge the accuracy and completeness of any information contained in the report.

Date

Public Burden Statement: In accordance with Paperwork Reduction Act (5 CFR 1320.8 (b)(3), a Federal agency may not conduct or sponsor, and a person is not required to respond to, a collection of information unless it displays a currently valid OMB control number. Respondents must be informed (on the reporting instrument, in instructions, or in a cover letter) the reasons for which the information will be collected; the way the information will be used to further the proper performance of the functions of the agency; whether responses to the collection of the information are voluntary, required to obtain a benefit (citing authority), or mandatory (citing authority); and the nature and extent of confidentiality to be provided, if any (citing authority). Public reporting burden for this collection of information is estimated to average 15 minutes per response, including time for reviewing instructions, searching existing data sources, gathering and maintaining the necessary data, and completing and reviewing the collection information. Send comments regarding the burden estimate or any other aspect of this collection of information to the IHS PRA Information Collection Clearance Staff, 12300 Twinbrook Parkway, Suite 450, Rockville, MD 20852. Please do not send completed data collection instruments to this address.

Applicant=s Signature (sign in ink)

FORM APPROVED: O.M.B. NO. 0917-0028 Expires 02/28/2009